



## **Employed Full-time Primary Care Nurse Practitioner or Physician Assistant**

### **Job Description**

CrossOver Healthcare Ministry operates two charitable clinics that offer medical, dental, mental/behavioral health, and vision care to low income individuals. Our full time clinics are located on Cowardin Avenue in Richmond city and Quioccasin Road in Western Henrico County. They are staffed by a mix of employees and volunteers.

**Overall Responsibility:** As an integral member of the clinical team, this individual provides compassionate, quality patient care to patients consistent with our mission, vision, values, and definition of quality care. This individual is primarily located at one of our 2 sites and serves as a clinical leader, fostering an environment that is collaborative, team oriented, and focused on the high quality care for patients.

**Reports To:** Medical Director

**Hours:** Full Time

**Schedule:** Flexible; evening hours may be required; set by Medical Director

### **Characteristics:**

- Applicants should be enthusiastic about our mission, vision, values, and Philosophy of Care (see last page).
- Skill and experience delivering care to patients in a clinic setting through health education, preventative services, and management of chronic disease.
- Commitment to continual improvement of our systems of care to maximize the contributions of all team members.

### **Key Responsibilities:**

- Provide quality primary care services to CrossOver patients;
- Adhere to all applicable regulations and laws for the practice of medicine, including HIPPA and OSHA;
- Document all required information in the Electronic Health Records system;
- Review labs, imaging, and specialty notes. Provide appropriate follow up as indicated (includes duties related to clinician's own patients, as well as participating with other employed clinicians to review results from volunteer's patients)

- Share after hours on call responsibilities with other employed CrossOver clinicians;
- Work with hospitalists to coordinate inpatient care for patients as needed;
- Credential with Medicaid and adhere to policies and procedures related to Medicaid billing;
- As an employed clinician, be a helpful resource and support to volunteer clinicians;
- Focus on Continuous Quality Improvement – proactively identify ways to improve care delivery and patient outcomes and work with leadership and other personnel to implement change through our Change Management infrastructure.
- Identify clinical Significant Events and report to the Clinical Safety Committee per protocol;
- Actively participate with the clinical team to implement strategies to increase clinical efficiency, increasing capacity to see patients;
- Meet productivity goals set by CrossOver Leadership;
- As part of the care team, work to ensure that all clinical requirements for grants are met and documented;
- Follow patient care and administrative protocols as set by CrossOver Leadership;
- Attend monthly clinician meetings and scheduled employed staff meetings;
- Serve as an advocate for CrossOver in the community.

### **Skills, Knowledge, and Abilities:**

- A passion for CrossOver’s mission and demonstrated servant leadership capability that inspires community wide support of the ministry;
- Ability and enthusiasm for work in a multicultural setting;
- Desire to provide quality healthcare to the poor;
- Ability to demonstrate tact, courtesy, and a positive approach in communications with patients, staff, and volunteers;
- Spanish competency for conducting patient care preferred;
- Training and experience caring for primary care level women’s health issues;
- Experience and competence working with an Electronic Healthcare Record.

### **Minimum Qualifications**

- Licensed by the Virginia Board of Nursing as a Nurse Practitioner and Registered Nurse, with Prescriptive Authority;
- Family Nurse Practitioner preferred.

### **Application Process:**

Send Resumes, references & salary history to [info@crossoverministry.org](mailto:info@crossoverministry.org).

NO PHONE CALLS PLEASE

## **Philosophy of Care**

### **CrossOver Healthcare Ministry**

Our philosophy of care lays out guiding principles of care and envisions our optimal model of care. It emanates from our mission statement and definition of quality, respectively:

*Mission:*

*We are called to provide high quality healthcare, promote wellness, and connect community talents and resources with people in need in the name of Jesus Christ.*

*Vision:*

*A healthy, vibrant community where every person is restored by the compassionate, healing love of God.*

*Core Values:*

*Compassion --- Integrity --- Teamwork*

*Quality:*

*Compassionate, respectful, and timely healthcare that is cost effective and utilizes current best practices and evidence based protocols to improve the physical, mental, and spiritual health of our patients.*

### **Guiding Principles of Care**

We look to Christ for the wisdom and strength to:

- Serve all patients and their families with respect and dignity, recognizing and learning about the cultures we serve.
- Prioritize and address the needs of our most vulnerable patient populations.
- Function as a multidisciplinary team, collaborating within and outside our organization for the benefit of our patients and community.
- Identify social determinants impacting an individual's health and connect patients with community resources.
- Equip patients for needed lifestyle change(s), educating and motivating with a spirit of truth and grace.
- Maximize the skills of staff and volunteers, providing opportunities to work at the top of licensure.